

Fernando Cubero del Castillo-Olivares

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Interim Manager | Advisor | Global Markets | Entrepreneurial | Start Ups | Restructuring |
M&A | Multilingual | Engineering | Life Science | Pharma | Biotech | API Synthesis |
Filterdryers | Glasslined Equipment | Process Equipment | Aseptic Fill & Finish | Primary Packaging

SUMMARY

- Since 2022 living in Madrid, Spain but willing to travel worldwide
- International experience covering positions as CEO, VP, COO, CCO, BD
- Fluent in 6 languages (Spanish, German, English, French, Italian, Swiss)
- 28 years' experience, living in different countries (Germany, Switzerland, Italy, USA, Spain) and working for engineering and construction companies serving the chemical, fine chemical, pharmaceutical and biotech industries, such as:
BAYER, PFIZER, GILEAD, TEVA, SANDOZ, ELI LILLY, NOVARTIS, SIEGFRIED, ESTEVE, OLON, FIS, CAMBREX, CURIA, GE HEALTHCARE, FERMION, GEDON R., ESTEVE, SERVIER, ALCALIBER, DERIVADOS Q., KINSY, DUKE CHEM, LEBSA, MEDICHEM, MALLINCKRODT, TAKEDA, SK BIOTEK, ORION, KRKA, LUNDBECK, HELSINN, ABBVIE, STERLING, GUERBET, MSD, JANSSEN.
- 28 years' experience in the design of process equipment and systems for API and HPAPI synthesis.
 - GMP, FDA, ATEX, Qualification & Validation (DQ, IQ, OQ)
 - Corrosion resistance materials such as Glass-lined, borosilicate glass, PTFE-lined, Hastelloy, Tantalum, Ceramic, SiC Graphite
 - Pressure Equipment Directive PED
 - Chemical reactors & Reactor Systems
 - Filterdryers, Filters (cGMP, Full Discharge)
 - Dryers (Vertical, Conical, Horizontal)
 - Centrifuges (Vertical, Horizontal, cGMP)
 - Shell & Tube Heat Exchangers & Condensers
 - Containment & Isolators
 - Bioreactors & Fermentors
 - Clean Utilities
 - Freezedryers
 - Aseptic Fill & Finish (primary Packing)
 - Oral Solid Dosage (OSD) Equipment & Systems
 - Clean Room Technology

SELF EVALUATION

- I am an analytical and attentive listener, encouraging and sharing the development of ideas with my clients.
- I consider myself an open-minded person, with the ability to adapt quickly to different environments and cultures.
- I favor clear, transparent, concise and easy to understand communication, adapting my language to the target audience.
- I consider my commitment to the company, its employees and all stakeholders as absolutely essential.
- I consider myself a self-confident and self-assured person, with determination to make decisions.

PROFESSIONAL EXPERIENCE

12/2023 - **Consulting Services**, Madrid - Munich

actual Activity: - As interim manager or advisor I support and advise companies in the chemical, pharma and biotech industries in specific projects, defining and implementing solutions that generate a positive impact in the P&L.
- Internationalization, M&A, reorganization & restructuring, external non-executive director or member of the board of directors.
- Design & engineering of chemical synthesis plants for APIs and HPAPIs.

03/2022 - **AUSTAR Group** (public company quoted in the Hong Kong Stock Exchange)

03/2024 Position: **VP, Managing Director** Europe, MENA, LATAM

Activity of Company: Technology based pharmaceutical engineering solution provider offering clean room solutions, clean utilities, containment, bioreactors, integrated filling lines with freeze dryers & containment, oral solid dosage equipment and systems up to complete turnkey pharmaceutical and biotech plants.

Turnover: 400 million USD (aprox. 90% China and Asia, 10% rest of the world)

Results:

- I managed a team of Sales Managers and Business Development Managers to promote and sell AUSTAR's equipment and systems in Europe, MENA and LATAM increasing the awareness of industry about AUSTAR Group.
- As Vice President I represented AUSTAR in ROTA Verpackungstechnik GmbH, German (a company owned 33% by AUSTAR), supporting ROTA's management in financial aspects and strategic approach to market, and coordinating projects with other AUSTAR Business Units (Filling Lines, Freezedrying and Containment).
- One year after joining AUSTAR Group, I accepted the challenge to support AUSTAR's Joint Venture H+E Pharma GmbH and its subsidiary S-Tec GmbH (both companies in Germany) and became CEO of both companies, however the companies were already in a very unstable financial and economic situation, and I had to file insolvency of both companies, and was then involved in their sale (asset deal) to a strategic investor.

03/2023 - 10/2023	<p>H+E Pharma GmbH and S-Tec GmbH, Klipphausen, Germany (both companies of AUSTAR Group)</p> <p><u>Position:</u> CEO in both companies</p> <p><u>Activity of Company:</u> Design and manufacturing of pure and ultrapure water storage and distribution systems for pharma and biotech industries.</p> <p><u>Results:</u></p> <ul style="list-style-type: none"> - Filing and management of the bankruptcy process that both companies were in when I took office. - Sale of both companies to a strategic investor (supported by M&A Firm, sale process completed 30.10.2023).
12/2016 - 12/2021	<p>3V TECH USA Inc., Georgetown, SC, USA (subsidiary of 3V TECH SpA, Italy)</p> <p><u>Position:</u> President & CEO</p> <p><u>Activity of Company:</u></p> <ul style="list-style-type: none"> - Design, manufacturing and sale of process equipment & systems (glasslined equipment, TFE, WFE evaporators, nutsch-filters and dryers) serving the chemical, pharmaceutical, biotech, food and oil & gas and environmental industries in North America. - Promotion of 3V TECH SpA's equipment and systems in N. American Market as official agent in territory. - One pit stop shop for 3V TECH SpA's customers in North America offering full service and refurbishment capabilities. <p><u>Results:</u></p> <ul style="list-style-type: none"> - Implementation of 3V Tech USA Inc.'s business plan (new manufacturing plant in SC). - Break even after 3 years of operation with EBITDA of 15% increasing sales from \$k700 (2017) to \$3,8 mill. (2020).
04/2008 - 07/2017	<p>3V TECH SpA, Bergamo (BG), Italy</p> <p><u>Position:</u> Chief Sales & Marketing Officer and Member of the Board</p> <p><u>Activity of Company:</u> Design, manufacturing and sale of process equipment & systems, serving the pharmaceutical, chemical, biotech, food and oil & gas and environmental industries worldwide.</p> <p><u>Results:</u></p> <ul style="list-style-type: none"> - Increased revenue by 60% from €28 million to €45 million. - Business plan definition of 3V Glasscoat SpA (a subsidiary of 3V TECH). - Sales of glasslined equipment and other process equipment (TFE & WFE evaporators, nutsch-filters and dryers) in international markets (USA, Germany, Switzerland, Spain, UK and Ireland) to companies like Novartis, Bayer, BASF, Syngenta, Monsanto, Evonik, Honeywell, AMRI, Gilead, Cambrex, Fine Organics and Roche. - Key Account at highest levels with BAYER CropScience in Germany, Switzerland and USA. - Business Plan definition of 3V TECH USA Inc, a subsidiary of 3V TECH in the US, to create local manufacturing capabilities to better serve the North American market.
04/2004 - 03/2008	<p>AMA SpA, Casale sul Sile (TV), Italy</p> <p><u>Position:</u> Chief Sales & Business Development Officer</p> <p><u>Activity of Company:</u> Design, manufacturing and sale of fuel handling systems (Diesel, Jet-A1, Avgas) to support logistics operations in remote areas, serving peacekeeping, military & defense, aviation and construction industries worldwide.</p> <p><u>Results:</u></p> <ul style="list-style-type: none"> - Increased revenue by 275% from €8 million to €22 million. - Consolidated relationship with the United Nations (UN) in New York. - Key account at highest level with the UN's Department of Peacekeeping Operations (UNDPKO) in New York and existing Peacekeeping Missions worldwide. - Contributed to the cultural & organizational change in the company (family owned business).
11/2000 - 03/2004	<p>PFAUDLER Group - TYCON Technoglass SpA, Quarto d'Altino, Italy</p> <p><u>Position:</u> Regional Sales Manager & Communication Manager</p> <p><u>Activity of Company:</u> Design, manufacturing and sale of glasslined equipment, serving the pharmaceutical and chemical industries worldwide.</p> <p><u>Results:</u></p> <ul style="list-style-type: none"> - Defined a new product line "for the pharmaceutical industry Clean Reactor Series". - Acquired a 4.5 Million Euro project for BAYER (Spain) as well a 3 million Euro project for GE Plastics (Spain). - Consolidated and expanded customer data base in Spain, France and Switzerland.
05/1997 - 10/1999	<p>MAVAG AG, Neunkirch, Switzerland</p> <p><u>Position:</u> Technical Sales Manager & Pilot Plant Engineer</p> <p><u>Activity of the Company:</u> Design, manufacturing and sale of nutsch-filters and dryers, as well bioreactors and fermenters, serving the biotechnological, pharmaceutical and chemical industries worldwide.</p> <p><u>Results:</u></p> <ul style="list-style-type: none"> - Member of MAVAG's Engineering Team resident at Boehringer Ingelheim in Penzberg Germany, performing the Validation (IQ/OQ) of more than 120 sterile vessels with magnetic drives and bioreactors, as part as the newly Erythropoietin plant supplied by the consortium of companies MAVAG & Vogelbush, that acted as EPC. - Promotion and sales of sterile vessels, bioreactors, nutsch-filters and dryers.

- Definition of MAVAG's pilot plant needs, as well as execution of bench top & pilot plant filtration tests.

01/1995 - **Ernst Keller & Co. AG, Basel, Switzerland**
 04/1997 Position: **Technical Sales Manager**
Activity of Company: Design, manufacturing , sales, installation and repair of industrial glass (**SCHOTT, QVF**), as well as Agent of German company CHEMA Balcke Dürr AG (Germany) and ILUDEST Destillationsanlagen GmbH, Germany), serving the chemical and pharmaceutical industries in Switzerland.

Results:

- Responsible to manage agency contract with CHEMA Balcke Dürr AG (Germany) to promote and sell their products (bioreactors and thin film evaporators) and ILUDEST (Destillationsanlagen) in Switzerland.
- Acquired a 1 million CHF project for ROHNER AG (Pratteln, Switzerland) supplying a fermentation plant with an innovative technology to reduce the Organic volatile compounds in air from the multipurpose plant.
- Acquired a 5 million DM project for Hoffman La Roche AG (Grenzach-Whylen, Germany) supplying five bioreactors of 120.000 liters each for Roche's new Vitamin B2 plant.

01/1991 - **Institut für Technische Chemie-I, University of Stuttgart, Germany**
 12/1994 Position: **Researcher** (Synthesis and Modification of Zeolithes for Hydrogen Storage)
Publications:

- "Nitrido-Sodalite as Materials for Reversible Hydrogen Storage", Adv. Materials 1997, 9, No3
- "Wasserstoff als Energieträger, VDI-Verlag, Düsseldorf 1994, p.287 (Hydrogen as Energy Carrier)

EDUCATION

11/2023 – 03/2024	ESADE Business School , Madrid, Spain	Finance
12/2021 - 03/2022	Columbia Business School , NY, USA	M&A - Mergers & Acquisitions
06/2006 - 07/2007	IE Business School , Madrid, Spain	MBA, International Executive MBA
10/1984 - 10/1990	TU/TH Darmstadt , Germany	M. Sc. Chemical Engineering
1984	Deutsche Schule , Las Palmas G.C., Spain	International Baccalaureate (German School)

COURSES

2007	Energy Geopolitics - Africa and the Middle East, Padua, Italy
2007	Integrated Logistics in the Defense and Government Sector, Brussels, Belgium
2005	Technical and Operational Aspects of Aviation Fuel Management, Oxford, UK

LANGUAGES **Spanish, German, English, Italian, French and Swiss** (professional level), **Catalan and Portuguese** (basic level).

PERSONAL DATA Date and place of birth: 03.03.1966 – Madrid, Spain (resident in Madrid)
 Status: Married and with two daughters (17 and 21 years old)
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